

**Ms. Mary A. Manning  
Mr. James M. Fleming  
Dr. Kristin Pangallo**



**Ms. Beth Anne Cornell  
Mr. Manny Cruz  
Ms. Amanda Campbell**

**Mayor Kimberley Driscoll, Chair**

“Know Your Rights Under the Open Meeting Law, M.G.L. c.30A § 18-25 and  
City Ordinance Sections 2-2028 through 2-2033”

DATE POSTED: July 14, 2022

**REGULAR SCHOOL COMMITTEE MEETING**

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on July 18, 2022 at 7 p.m.** This meeting will take place in person at 29 Highland Ave., Rm. 227, Salem, MA. You can also join via Zoom using the link below.

**Zoom Link to participate:**

<https://us06web.zoom.us/j/88524791332?pwd=TzVYUUVjUHRvT2OrZnNrR3V5YXRYUT09>

**Passcode: 953247**

**I. Call of Meeting to Order**

**A. Summary of Public Participation Policy (SC Policy #6409).**

Read aloud: *The Salem School Committee would like to hear from the public on issues that affect the school district and are within the scope of the Committee's responsibilities. Spanish interpretation is available for anyone who needs it.*

**B. Live Spanish Interpretation.**

Spanish language interpretation is now provided for all Regular School Committee meetings. To listen to this meeting with Spanish language interpretation, please see instructions below:

1. Click **Interpretation** .
2. Click **Spanish**
3. (Optional) To hear the interpreted language only, click **Mute Original Audio**.

**C. Instructions for Participating in Public Comment**

Should any member of the Salem community wish to participate in public comment during this meeting, please click on the below link to sign up and submit your comment electronically: <https://forms.gle/HbhG35cbvrp3MiaR9>. A district staff member will be compiling all comments which will be shared with members prior to the end of the public meeting. Comments will also be summarized in the meeting minutes. Please contact Jensen Frost at [jfrost@salemk12.org](mailto:jfrost@salemk12.org) or 617-285-7567 with any questions or to report any technical difficulties you experience.

**II. Approval of Agenda**

**III. Approval of Consent Agenda**

**A. Approval of minutes:**

1. Budget Hearing 5/16/22
2. Special School Committee meeting 5/31/22
3. Regular School Committee meeting 6/22/22

4. Special School Committee meeting 6/29/22

- B. Approval of Warrants: 6/23/2022 - \$706,939.45; 6/30/2022 - \$405,451.66; 7/14/22 - \$62,384.76

**IV. Public Comment**

Please see above for instructions on participating in public comment.

**IV. Superintendent's Report**

- a. Playground study
- b. Use of cell phone pouches

**V. Report from the Student Representative – Hawa Tabayi**

**VI. Action Items: Old Business**

**VII. Action Items: New Business**

- a. Deliberation and vote on approval of request to waive facilities fees for Sweat4Sweat basketball tournament on 8/27/22
- b. Deliberation and vote on approval of donation to Salem High School from the Institution for Savings Charitable Foundation for the 2022 Senior Celebration in the amount of \$1000.00

**VIII. Finance & Operations Report**

**IX. Subcommittee Reports**

**X. School Committee Concerns and Resolutions**

**XI. Adjournment**

Respectfully submitted by,

*Mindy Marino*

Executive Assistant to the Superintendent

*“Persons requiring auxiliary aids and services for effective communication such as sign language interpreter, an assistive listening device, or print material in digital format or a reasonable modification in programs, services, policies, or activities, may contact the City of Salem ADA Coordinator at (978) 619-5630 as soon as possible and not less than 2 business days before the meeting, program, or event.”*

*Sra. Mary A. Manning  
Sr. James M. Fleming  
Dra. Kristin Pangallo*



*Sra. Beth Anne Cornell  
Sr. Manny Cruz  
Sra. Amanda Campbell*

***Alcaldesa Kimberley Driscoll, Preside***

“Conozca sus Derechos según la Ley de Reuniones Abiertas, M.G.L. c.30A § 18-25 y Secciones de Ordenanzas de la Ciudad 2-2028 hasta 2-2033”

FECHA DE PUBLICACIÓN: 14 de julio de 2022

**REUNIÓN REGULAR DEL COMITÉ ESCOLAR**

Se notifica que el Comité Escolar de Salem celebrará una **reunión regular del Comité Escolar el 18 de julio de 2022 a las 7 p.m.** Esta reunión tendrá lugar en persona en 29 Highland Ave., Rm. 227, Salem, MA. También puede unirse a través de Zoom utilizando el enlace de abajo.

**Haga clic en el enlace a continuación para unirse al seminario web:**

<https://us06web.zoom.us/j/88524791332?pwd=TzVYUUVjUHRvT2OrZnNrR3V5YXRYUT09>

**Contraseña: 953247**

**I. Convocatoria a la Sesión Abierta**

**A. Resumen de la Política de Participación Pública (SC Política #6409)**

*Lectura en voz alta: El Comité Escolar de Salem desea escuchar al público sobre temas que afectan al distrito escolar y que están dentro del alcance de las responsabilidades del Comité. Se ofrecerá interpretación al español para quien lo necesite.*

**B. Interpretación al español en vivo**

La interpretación al español se provee en todas las reuniones del Consejo Escolar Regular. Para escuchar estas reuniones con la interpretación al español, por favor vea las instrucciones de abajo:

1. Pulse en **Interpretation** .
2. Pulse en **Spanish**
3. (Opcional) Para escuchar la lengua interpretada solamente, pulse **Mute Original Audio**.

**C. Instrucciones para Participar en el Comentario Público**

Si cualquier miembro de la comunidad de Salem desea participar en el comentario público durante esta reunión, por favor pulsar en el enlace de abajo para registrarse y someter su comentario electrónicamente: <https://forms.gle/HbhG35cbvvp3MiaR9> Un miembro del personal reunirá todos los comentarios que serán compartidos con los miembros antes de finalizar la reunión pública. Los comentarios también serán resumidos en las minutas de la reunión. Por favor, póngase en contacto con Jensen Frost en [jfrost@salemk12.org](mailto:jfrost@salemk12.org) o en el 617-285-7567 si tiene alguna pregunta o para informar de cualquier dificultad técnica que experimente.

**II. Aprobación de la Agenda**

**III. Aprobación de la Agenda Consensuada**

**A. Aprobación del acta:**

1. Audiencia sobre el presupuesto 16-may-22
2. Reunión especial del Comité Escolar 31-may-22
3. Reunión regular del Comité Escolar 22-jun-22
4. Reunión especial del Comité Escolar 29-jun-22

- B. Aprobación de las órdenes de pago: 23-jun-2022 - \$706,939.45; 30-jun-2022 - \$405,451.66; 14-jul-22 - \$62,384.76

**IV. Comentario Público**

Favor de ver arriba para instrucciones sobre cómo participar en los comentarios públicos.

**V. Reporte del Superintendente**

- a. Estudio sobre el parque infantil
- b. Uso de fundas para teléfonos móviles

**VI. Reporte de la Representante estudiantil – Hawa Tabayi**

**VII. Elementos de Acción: Asuntos Antiguos**

**VIII. Elementos de Acción: Asuntos Nuevos**

- a. Deliberación y votación sobre la aprobación de la solicitud de exención de los honorarios de las instalaciones para el torneo de baloncesto Sweat4Sweat el 27-ago-22
- b. Deliberación y votación sobre la aprobación de la donación a la Escuela Secundaria de Salem de la Fundación de Caridad de la Institución para el Ahorro para la Celebración de Senior 2022 en la cantidad de \$ 1000.00

**IX. Reporte de Finanzas y Operaciones**

**X. Reportes de los Subcomités**

**XI. Inquietudes y Resoluciones del Comité Escolar**

**XII. Clausura**

Sometido respetuosamente por,

*Mindy Marino*

Asistente Ejecutiva del Superintendente

*“Las personas que requieran ayuda auxiliar y servicios para una comunicación eficiente tal como un intérprete de lenguaje de señas, un dispositivo asistente para escuchar, o material impreso en formato digital o una modificación razonable de programas, servicios, políticas, o actividades, puede ponerse en contacto con el Coordinador ADA de la Ciudad de Salem al (978) 619-5630 a la brevedad y no más de 2 días laborales antes de la reunión, programa o evento.”*

**ESCUELAS PÚBLICAS DE SALEM  
REUNIÓN REGULAR DEL COMITÉ ESCOLAR  
FECHA: 18 de julio de 2022**

# DRAFT

## BudgSalem Public Schools Salem School Committee Meeting Minutes May 16, 2022

On May 16, 2022 the Salem School Committee held a Budget Hearing meeting at 7:00 PM using the Zoom platform.

**Members Present:** Mayor Driscoll, Ms. Mary Manning, Mr. Manny Cruz, Ms. Amanda Campbell, Dr. Kristin Pangallo, Ms. Beth Anne Cornell, and Mr. James Fleming

**Others in Attendance:** Superintendent Stephen Zrike, Assistant Superintendent Kate Carbone, Chelsea Banks, Liz Polay-Wettengel, Marc LeBlanc, Linda Farinelli, Adam Colantuoni

### Call of Meeting to Order

Mayor Driscoll calls the meeting to order at TIME and requests a call of attendance. She explained the Public Participation Policy 6409 and also explained the availability of Spanish interpretation.

### Move to Open the Public Hearing on the FY23 Budget

Dr. Zrike provides a brief overview of the proposed and finalized budget that is anticipated to be moved along to city council for final approval.

### Public Comments

*Spoken virtually via Zoom:*

Geoff Millar, 29 Boardman Street - Salem, Ma 01970

I have two students, both at Carlton, one heading off to Collins next year. I'm a little disappointed that we seem to be kicking the can down the road a little bit on what needs to be a difficult discussion about priorities. You know, I think part of the reason we are in this position is contracts were agreed to and the school committee did not go seek a supplemental budget adjustment when those contracts came in more expensive than they were planned for. So now we hear a number of 4.6% originally which really wasn't 4.6% based on what the budget should have read for this year, and it looks like we're gonna do the same thing again next year. It's very bad practice to pay next year expenses out of this year funds just so we don't have to have that conversation. I know that you have been told there's just no money available, right now the proposed school budget is the only proposed city budget that anybody's had a chance to even look at. I'm guessing that when the rest of the proposed city budget is published there will be multiple departments that receive increases that are well above 4%. If you look through last year's there were probably a dozen that exceeded that, some in the double digits, one almost in

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the triple digits. I hope you all listened to Ms. DeLai said that next year is gonna be even tougher. I'll say one more time that I'm disappointed that we're not gonna have the conversation now.

*Spoken in-person:*

Lise Hansen-Damato

I wasn't planning to speak. I sort of want to echo what Mr. Millar said, I'm really concerned about attending all the subcommittee meetings and the meetings here and Ms. DeLai has mentioned several times that this is a one time fix, we're gonna have the same problems next year, it's going to be exacerbated next year. I'm worried that we aren't dealing with this now and that's all.

Cynthia Napierkowski

Ms. Napierkowski recognizes her role in the Salem Public schools, noting her daughter is in college and her son is a junior in high school. So I appreciate the opportunity to comment and I know this is really huge, almost 70 million dollars huge. The piece that I'm about to speak about is about much of that 70 million dollars. I think it's great that the pre-k is growing, we have 2 programs that are growing and there's a .4, a current teacher that is working .4 in instrumental music that is needed at one elementary school for the pre-k. It's great that the program is growing and that we need to fill that but we are taking away from another part of our program that's growing and really a part of the social-emotional learning I can't even describe for you how important our music program has been for our students. I mean for a long time, but the last two years we have really proven ourselves and I hope that there might be some miracle that we could save that .4 and I know it needs to go to an elementary but if there is some other way to keep that in the budget it would be really great to help us with scheduling. We are working on scheduling right now and it's really tight. I appreciate all that you do, the hours and the amount of time. If there is a little tiny piece of this, anyway to save that I think it would be really wonderful for our music program K-12, thank you for your time.

### **Conversation between committee members follows public comment:**

Ms. Campbell echoes what she's said about her experience in the finance subcommittee in regard to bringing this presentation and conversation out of the subcommittee. Ms. Campbell notes what is the best time to absorb the financial burdens in FY23 or FY24 as we forecast forward in budgeting. She notes the contractual obligations on the table and she notes the interrupted and unfinished learning for students and that the duty of the school committee is to make sure the funding is in place to provide equitable access to quality education. She notes students being hardest hit by the impact of the pandemic and what amount of the recovery act should be provided to the students to recover learning. She notes with the vote planned for this Friday, having a conversation needs to happen.

Dr. Pangallo notes when the committee was going to be short that 4.6% recommended budget, she notes conversations with Dr. Zrike and her stance on the situation. She notes the one-time expenses that wouldn't be reoccurring in the long term and being supportive to the budget in noting these expenses not being long term while also being cognizant of declining enrollment

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and opening the conversation now to be thoughtful in planning ahead. She thinks there's a lot to be considered and looks forward to continued discussion.

Ms. Manning thinks taking a look at the process and discussion at a budget retreat would be helpful. She notes this year being an anomaly of a year with some increased needs for students, staff, families, and schools. She notes it's her responsibility to vote on the budget and pass it along while starting the discussion for future budget planning sooner. She notes with the work of the Central Office, the budget was completed to the best of the ability with the monies noted.

Mr. Cruz notes having an earlier retreat in the summer to discuss budget components. He also discusses the process this year was not usual to the process in year's past. He commends the work of the finance committee while maintaining the focus of kids at the center of creating the budget. He also notes two more negotiations scheduled to discuss contract agreements and keeping that in mind as the budget is being approved.

Ms. Manning clarifies the process of school leaders, district leaders, and the committee; and she notes these groups were scheduled with the finance subcommittee which opened the floor to ask questions following the presentations.

Mayor Driscoll notes trying to do the best we can with the resources we have and clarifies the city has looked at city and school as unity. She notes school is a very important piece of the city while other work is also being done. She notes that in budgets of past recent years, have been given generously. She notes the funding being requested versus the funding being provided to the city are drastically different. She notes finding a way to ensure we weren't making drastic decisions such as increasing class sizes or cutting teachers and that's important for budget purposes as well. The Chapter 70 issue needs to be addressed with banded hands as the city is not getting the funding it should. She shares the funding requests absorbed by the city, and notes in our community schools come first - and that doesn't come without challenges. She hopes we can adopt this budget. She mentions a figure of 3.4million dollars being the expected funding that we are not seeing from the state.

Ms. Cornell reiterates the commitment from the city to the public schools and shares gratitude that the city devotes incredible resources to the school system. She also echoes Mary's point about the great conversations with district leaders to help understand the needs of the various departments. She does share a retreat in the near future would be helpful. She notes having more insight with the city budgetary needs and a retreat offering more details to help her continue to understand.

Mr. Cruz notes in addition to the budget retreat, having the opportunity to schedule COWs over the summer can help Ms. Cornell catches up to speed and works more strategically as a committee.

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Ms. Campbell notes her phrase of “kicking it down the road,” and mentions the concern that if the budget is not considered strategically for future years, we will have further issues in FY24 and beyond. She notes all needing to acknowledge the work needing to be done for FY24 as we know this year’s been difficult in planning.

Mayor Driscoll and Ms. Campbell have a conversation about budget outlook in the present versus the future.

### **Move to Close the Public Hearing on the FY23 Budget**

Mr. Fleming makes a motion to close the budget hearing and Ms. Cornell seconded. The committee votes unanimously in favor.

### **Adjournment**

A motion to adjourn is requested. Mr. Fleming makes a motion, Mr. Cruz seconded. The committee votes unanimously in favor. The meeting is adjourned at 8:48pm.

Respectfully submitted by,

*Jensen Frost*

Executive Administrative Assistant to Assistant Superintendent

# DRAFT

## Salem Public Schools Salem School Committee Meeting Minutes May 31, 2022

On May 31, 2022 the Salem School Committee held its regular School Committee meeting at 5:00 PM using the Zoom platform.

**Members Present:** Mayor Driscoll, Ms. Mary Manning, Mr. Manny Cruz, Dr. Kristin Pangallo, Ms. Beth Anne Cornell, and Mr. James Fleming

**Members Absent:** Ms. Amanda Campbell

**Others in Attendance:** Superintendent Stephen Zrike, Elizabeth Pauley, SAC Advisor: Lori Marenda, SAC - Chair: Hawa Hamidou-Tabayi, SAC - Vice Chair: Jimena Pueyo-Garcia, SAC - Secretary: Emily Mercanti, Rehana Yusuf

### Call of Meeting to Order

Mayor Driscoll calls the meeting to order at 5:04pm and explained the Public Participation Policy 6409 and also explained the availability of Spanish interpretation.

### Attendance

The school committee secretary called the attendance at 5:05pm.

Ms. Campbell	Not Present
Ms. Cornell	Present
Mr. Cruz	Present
Mr. Fleming	Present
Ms. Manning	Present
Dr. Pangallo	Present
Mayor Driscoll	Present

### Approval of Agenda

Ms. Manning requested a motion to approve the Regular Agenda. Mr. Fleming motioned and Mr. Cruz seconded. A roll call vote was taken as requested by the school committee secretary.

Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Mayor Driscoll	Yes

Motion carries 6-0

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### **Public Comments**

Ann Berman reads:

Good afternoon Mayor Driscoll, Supt. Zrike and members of the School Committee. I would first like to take a moment to thank the Salem Community for your support with our Scholarship Raffle. The awards will be presented at Friday night's graduation ceremony.

Second, on everyone's mind, is the school shooting in Uvalde, Texas. Our hearts go out to the families of the students and teachers who were directly affected as well as to those in the Uvalde community. This is scary and heartbreaking, and quite frankly, my biggest fear, and I'm sure it is the same for our administrators. Our students should be coming to school knowing that they are safe. We should not have to have drills about active shooters and intruders in our buildings. But we do have those drills and those conversations. We do it to prepare our students for the worst possible scenario. We have been doing this since the Columbine shooting in 1999. Every time this happens, we think it cannot get worse—our legislators will do something now to make a difference. But it doesn't happen and we find ourselves here again. Another tragedy in a school. Well, I have had enough. It's time to take action. We need to show the world that we are standing together, supporting each other, and that we are fed up with gun violence. Please join the members of the Salem Teachers Union on Wednesday June 1st in actions at our schools. We will be having a peaceful vigil for 10 minutes before the start of the school day at each school, to honor the victims of the Uvalde school shooting. On Saturday, June 11th, there is a March for Our Lives happening in Boston. There will be information on our Union Facebook page or you can go to [Marchforourlives.com](http://Marchforourlives.com). Please join us as we march and make noise to ensure that changes are made to gun laws.

### **Discussion of Student Advisory Committee Scholarship**

Mr. Cruz explains the reason for inviting the students of the Student Advisory Council to the Special School Committee meeting to provide insight to their year on the council and their aspirations for the council moving forward. He also notes some follow-ups that he would like for the committee and the council to consider in next steps to continue to collaborate with one another.

Ms. Hamidou-Tabayi discusses the three campaigns the SAC were planning to work on but determined a more realistic approach including: restorative justice, discipline, attendance, and transportation. Their work began with collecting data to identify these are district issues and were able to narrow down their work to identify what's an issue versus what is a result of COVID-19 concerns. A work-in-process includes creating a handbook for students based on rightful discipline within the school district which was taking actual student experience into account. She welcomes the officers and advisors to fill in gaps where necessary.

Ms. Pueyo notes the work from the year before which helped to create the plan of action for the council in this school year. She notes that she and Ms. Hamidou-Tabayi were the remaining officers of last year continuing the work into this year. Ms. Mercanti also includes the issue with recruiting students so the bulk of pushing the work was under Ms. Hamidou-Tabayi, Ms. Pueyo, and Ms. Mercanti.

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Ms. Cornell wonders about a Student Rights Handbook and if there was collaboration with district leadership. Ms. Pueyo notes the idea began the year prior when students felt uncomfortable with searches and racial profiling. She notes having meetings with administration but mentions in ways they were kind of an issue. The SAC also reached out to the Boston council for guidance.

Ms. Cornell also asks about how the school committee and superintendent could offer support. Ms. Hamidou-Tabayi notes one of the largest struggles has been the group and its reason to exist was confusing to some which seems to be a result of recruitment. She notes making SAC a more known group and experience for students and staff to be aware of. She mentions there isn't sustainability in the group because there hasn't been validity for the group over the time she's been in the council.

Mr. Cruz provides context surrounding the student rights handbook and how the SAC connected with the Boston Student Advisory Council during the retreat to help guide their work on this particular issue. He notes interrupted leadership in the SAC as the bylaws for the council were created ahead of the pandemic and they've been picking-up the pieces to work on their issues while working to modify their intent.

Ms. Manning asks for specific detail about the council's meeting with the school administration. Ms. Pueyo notes the meeting was specific to discipline, bias, etc. Ms. Manning wonders if in talking to the administration if data was collected. Ms. Pueyo explains the process of which the questions were asked, utilizing the testimonies to build the questions. Ms. Hamidou-Tabayi notes receiving vague data and the data they were really looking for was noted from Mr. Burns that there was no way to obtain the requested information. She also notes in many of the meetings, administrators would leave and would hinder the conversations being had.

Ms. Cornell notes wanting to help bridge the cultural and systematic issues they are taking on as a council. She mentions having more communication with the Superintendent to help guide the systems and conversations needed to obtain data and make their work heard. The members of SAC share the struggles with the student and administrative relationships in the school.

Dr. Pangallo notes the SAC seems to be collecting qualitative data and wonders if they've connected with someone to retrieve quantitative data. Ms. Hamidou-Tabayi notes she doesn't believe they've had a chance to connect and collect that kind of data. Mr. Cruz notes that one of the retreats, via the United Way, the Boston SAC was able to receive a fellow to assist with monthly training and conduct research for data. This hasn't been revisited. He also notes that consideration for frequency of meeting with the SAC should be revisited as a councilship and school committee. Ms. Pueyo notes what would be more helpful is walking the halls, sitting in classrooms, in libraries, etc. to be able to talk with the students about issues being discussed.

Mayor Driscoll notes this work will continue beyond their graduation as council as she notes she needs to depart the meeting.

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Ms. Marena notes advocating for students and notes as a staff member there are many times where there is a push for student voices to be heard when there shouldn't be as big an issue to have their voices heard and have their problems and questions addressed. She notes having clear resources available to students. Ms. Yusif notes next steps and the future for the council looks like student advocacy.

Ms. Manning wonders how the council and school committee can better connect. She notes the issue surrounding not being able to get data cannot be. The data is there and the issue is either the data doesn't exist because it's not being recorded or someone avoided giving the data and the issue should have risen to the school committee for assistance. She also mentions someone coming into the conversation about the negative relationships in administration and student relationships should be brought to the attention of the superintendent. She notes the walkthrough of the school and how everyone has their own vision of what they see and it's anecdotal for all school committee members to have that approach. The data needs to come in.

Mr. Fleming asks about the issue in recruiting students from the other two high schools and Mr. Cruz notes they were included in some ways but the students didn't feel comfortable meeting at SHS but what they opted for was having their own community block to contribute to the report for the SAC meeting, same approach for NLIS.

Ms. Hamidou-Tabayi and Ms. Mercanti responded in addition noting having the school committee be familiar faces and open the door for comfortable conversation.

Mr. Fleming notes looking at the original outline and it doesn't seem any of them can be reached and the law notes having programmatic recommendations from the SAC to the school committee. He notes having the conversations with Dr. Zrike would have resulted in delivery of data.

Ms. Cornell speaks to having student voices working in concert with administration and school committee members as a cultural shift in the years to come. Ms. Pueyo notes part of the problem is that staff and city members don't have the same outlook and don't see the need to amplify student voices which results in the backward move.

Dr. Pangallo motions to take a 5 minute recess to reconvene, Ms. Cornell seconded. A roll call vote is taken.

Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Not Voted
Ms. Manning	Abstained
Dr. Pangallo	Yes

3 Members Affirmative, 1 Member Abstained, 1 Member with technical difficulties

The meeting resumes at 6:32pm and the SAC students and advisors have left.

**DRAFT**

**New Business**

- ***Deliberation and vote on approval of Saltonstall Gr. 8 Canobie Lake trip, 6/9/2022***
- ***Deliberation and vote on approval of Superintendent's recommendation to appoint Assistant Superintendent of Finance & Operations***

Mr. Cruz requests a motion for approval of the Saltonstall Gr. 8 Canobie Lake trip, 6/9/2020. Mr. Fleming makes a motion, Ms. Cornell seconded. A roll call vote was taken.

Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes

Motion carries 5-0

Dr. Zrke requests a vote and approval for the Assistant Superintendent of Finance and Operations noting the long road to get to this appointment. He recommends a person who is a leader, has interpersonal skills, leadership skills, building cultural work, and someone who was a season leader in motivation and support for building strong teams with a rich background in education. He recommends Elizabeth Pauley for this position in an interim position. He notes she needs to obtain her license for this role and to continue the work and grow into the work and into the team for years to come. He notes a copy of her resume is available with work with the Boston Foundation being particularly noted. She will have a mentor for finance if needed in her journey.

Ms. Pauley provides some background noting working for the Boston Foundation and gives examples of the work done in that position. She notes working with grant-making, specifically working with a four million dollar grant. Most of her work was dealing with project management, strategizing, and grant work. Her career history includes being a classroom teacher, and she's worked in education reform and support throughout. She jumped from DESE to the Boston Foundation to support urban education which has led her to SPS. She notes historic relations to Salem, grandmother being a school teacher at Bentley along with other family members working in the community, Salem University, and Salem hospital.

Mr. Cruz asks if Mr. Fleming would like to provide any feedback as being a part of the formal search. Mr. Fleming notes the pool of candidates was very shallow and after offering the job to two different candidates who denied, Ms. Pauley was found and he concurs with Dr. Zrike that she will be a great fit for the Salem Public Schools. Mr. Fleming makes a motion to approve Ms. Elizabeth Pauley as the Assistant Superintendent of Finance and Operations. Ms. Manning seconded.

A roll call vote was taken.

Ms. Cornell	Yes
Mr. Cruz	Yes

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Mr. Fleming                      Yes  
Ms. Manning                    Yes  
Dr. Pangallo                    Yes  
Motion carries 5-0

### **Finance Report**

None

### **Subcommittee Reports**

None

### **School Committee Concerns and Resolutions**

- ***Fair Share Amendment***
- Not discussed during this meeting.

### **Adjournment**

Mr. Cruz requested a motion to adjourn. Mr. Fleming motioned and Dr. Pangallo seconded. A roll call vote was taken.

Ms. Manning                    Yes  
Mr. Fleming                    Yes  
Mr. Cruz                        Yes  
Dr. Pangallo                    Yes  
Ms. Cornell                    Yes

Motion carries 5-0. Meeting adjourned at 6:47PM.

Respectfully submitted by,

*Jensen Frost*

Executive Administrative Assistant to the Deputy Superintendent

# DRAFT

## Salem Public Schools Salem School Committee Meeting Minutes June 6, 2022

On June 6, 2022 the Salem School Committee held its regular School Committee meeting at 7:00 PM using the Zoom platform.

**Members Present:** Mayor Driscoll, Ms. Mary Manning, Mr. Manny Cruz, Dr. Kristin Pangallo, Ms. Beth Anne Cornell, and Mr. James Fleming

**Others in Attendance:** Superintendent Stephen Zrike, Assistant Superintendent Kate Carbone, Chelsea Banks, Liz Polay-Wettengel, Marc LeBlanc, Linda Farinelli, Adam Colantuoni

### Call of Meeting to Order

Mayor Driscoll calls the meeting to order at 7:01pm and requests a call of attendance. Mayor Driscoll requests a motion to call the meeting to order and in doing so conduct attendance. Ms. Manning makes the motion and Mr. Fleming seconded.

### Attendance

The school committee secretary called the attendance.

Ms. Campbell	Not Present
Ms. Cornell	Present
Mr. Cruz	Present (7:12pm arrival)
Mr. Fleming	Present
Ms. Manning	Present
Dr. Pangallo	Present
Mayor Driscoll	Present

Mayor Driscoll moves into recognition of the district retirees. The evening began with a retiree reception and as Mayor Driscoll reads the list of those retiring, she notes those not in attendance and those in attendance receive their awards and city seals.

She explained the Public Participation Policy 6409 and also explained the availability of Spanish interpretation.

### Approval of Agenda

Ms. Manning requested a motion to approve the Regular Agenda. Mr. Fleming motioned and Ms. Cornell seconded. A roll call vote was taken as requested by the school committee secretary.

Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Yes

## DRAFT

Ms. Manning Yes  
Dr. Pangallo Yes  
Mayor Driscoll Yes  
Motion carries 6-0

### Approval of Consent Agenda

Ms. Manning requested a motion to approve the Consent Agenda. Mr. Fleming motioned and Ms. Cornell Seconded.

Ms. Cornell Yes  
Mr. Cruz Yes  
Mr. Fleming Yes  
Ms. Manning Yes  
Dr. Pangallo Yes  
Mayor Driscoll Yes  
Motion carries 6-0

### Public Comments

The School Committee Secretary reads the following public comments:

#### **Brittney Kleinfelter 20 Victory Road**

I would like to commend SPS for their commitment to creating an inclusive and safe space for our students, particularly during Pride Month. The Trevor Project states that "LGBTQ youth are not inherently prone to suicide risk because of their sexual orientation or gender identity but rather placed at higher risk because of how they are mistreated and stigmatized in society." Research shows that "more than 1.8 million LGBTQ youth (13-24) seriously consider suicide each year in the U.S. — and at least one attempts suicide every 45 seconds." By participating in Pride Month, we show our children that they have a safe home here in Salem, and our schools should be commended for their efforts in supporting our children. Bravo, SPS!

#### **Amy Justo 4 Heritage Dr, Apt 31, Salem, MA 01970**

I was at the Pride Flag raising last week. I would like to reiterate how important these events are at all levels. Pride events not only provide community support & resources but help us as individuals, & a community, to build a language that helps us to properly express ourselves. Positive self-expression, without fear or prejudice, is a basic human right—regardless of age. Using words that enable us to define ourselves & our role in this world is a large part of "growing up". These events in our communities & our schools bring awareness to our own sense of self & our ability to communicate effectively with the world.

Again, I thank you City of Salem Pride Flag Raising for the beautiful event I attended. I know it took passion & commitment to make it happen. I also thank Salem Public Schools for their continued support of Pride events at their campuses.

## DRAFT

### **Ben Chertok 21 Bertuccio Ave. & Collins Middle School Teacher**

Dear members of the school committee:

First, I would like to apologize for not being here in person tonight to share my thoughts with you as I am at another SPS event. My purpose in writing is to simply say thank you. Thank you for being willing to approve the return of the tradition that is the annual CMS 8th grade trip to New York City. While the pandemic's many twists and turns have made these decisions more challenging, with your support we were able to reinstate a little bit of normalcy to what has been a most abnormal middle school experience for this 8th grade class.

Here's a quick recap of the trip: On our first day, we visited the Central Park Zoo, the 9/11 Memorial, experienced the thrill of rising 102 stories in 47 seconds to take in breathtaking views of New York City from the top of the Freedom Tower, and enjoyed a 3 hour celebratory dinner/dance cruise on the Hudson and East Rivers with the unforgettable backdrop of iconic landmarks including the Brooklyn Bridge, Battery Park, the Statue of Liberty, and the NYC skyline lit up in the night sky. The sunset was spectacular. Our second day included a buffet breakfast at the hotel and a visit to the "Empty Sky" Memorial at Liberty State Park where we boarded the ferry to Ellis Island and the Statue of Liberty. We spent the morning at these National Park Sites learning about the history of Immigration and the symbolic meaning of the statue. We explored Times Square and enjoyed a meal at the Hard Rock Cafe before embarking on the journey home...complete with navigating city traffic experiencing the "joy" that is Friday afternoon rush hour on I95. We watched movies, played games, bonded with each other, and slept.

The highlight for me, as the trip organizer and a chaperone, was watching our students truly enjoy themselves. And I do mean TRULY. What trips like these do for our kids social and emotional growth is priceless and I do believe that each student came home a changed person from having experienced it.

As you know, the way these students acted throughout the trip didn't go unnoticed. While we had 100% faith in them to rise to the occasion, to receive an unsolicited message from a traveller commenting on how our students represented themselves, their school, and their community was the ultimate testament to the character of our kids. Personally, I cannot speak highly enough of how they acted, not only at the rest stop where the traveller witnessed them, but throughout the entire trip. Simple things like looking out for each other, following directions, and saying thank you to the bus driver demonstrated just how appreciative they were to be able to participate. I always set an expectation before trips like this: "Your job is to make sure that you act in such a way that makes it possible for future students to benefit from the same experience." They absolutely met this expectation, and then some. I have no doubt that this will be one of the most positive memories our students take with them through their lives and for that, I want to say thank you once again.

### **Elise Towle Snow 6 Eden**

Thank you SPS for all the PRIDE this month. I am especially impressed by Collins students having their own parade and being uplifted by teachers. I am proud to have a kindergartner growing up here and seeing school as a safe place to be themselves. Initiatives like this truly save lives.

## DRAFT

### **Phil Jean Brietzke 54 Lawrence St**

Good Evening Member's of School Committee.

I know some of may or may not be aware . Alicia Santiago and Larisa Santiago their father Arnold Santiago passed away at age 47 May 25, 2022. suddenly one day after undergoing emergency surgery .Arnold Santiago-his Beloved husband of Jessica Jimenez.

Arnold signed as a professional with the Cleveland Indians organization in 1994, after being selected in the 26th-round rookie draft. He played three years in the Minors and also participated in the Independent League.

I'm asking please that everyone please take a moment of silence for this family and keep them in your prayer's their

### **Superintendent's Report**

#### *Read Trust Recipient Awards*

Dr. Zrike turns over the presentation to the Deputy Superintendent to recognize the Teachers of Excellence being awarded via the Read Trust Grant. Ms. Carbone provides an overview of how the funding allotted by Read Trust is used across the district. She notes that the principals will introduce the recipients and provide some overview to their role within their school. Ms. Carbone notes how the recipients plan to use the award they are provided through Read Trust.

#### *Updates and Upcoming Events*

Dr. Zrike provides some updates and upcoming information. Summer programming is at an all-time high, and welcomes families to a community meeting at Saltonstall with Chief Miller regarding concerns for families after the incident in Uvalde, TX and discuss the plans for the district to take action over the summer for future planning. He also acknowledges the graduations of Salem Prep High School and Salem High School and the special times of celebrating the students. He also identifies New Liberty Innovation School's graduation is June 15th. Tomorrow, June 7th at 9:30am is our Special Olympics event at Bertram Field. He mentions the next meeting was originally scheduled for June 20th but we are looking to adjust that to Wednesday June 22nd.

Dr. Zrike discusses the Stabilization Account noting a process to have a back-up plan for unanticipated costs for Special Education. He notes this is a good plan to ensure we are not using pre planned funding when cost needs arise and we have this additional option for funding. He notes asking for a vote on this, Ms. DeLai and he will work on the logistics of this to provide a fund overview at the next meeting.

He finishes his report noting a vote needed for next year's school committee meeting schedule. He also notes the committee will receive a list of district-wide summer work projects tomorrow.

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Mr. Cruz mentions the September meeting scheduled on the primary election date and needing to potentially amend this.

### **Old Business**

None

### **New Business**

Deliberation and vote on SHS ROTC field trip to Camp Edwards 6/24/22

Mr Fleming made a motion, Mr. Cruz seconded.

All in favor, all those opposed - Ms. Manning, the I's have it.

Deliberation and vote on SHS ROTC field trip to Kerrville, TX 7/6/22-7/12/22

Mr. Fleming made a motion, Mr. Cruz seconded.

All in favor, all those opposed - Ms. Manning, the I's have it.

Deliberation and vote on SHS ROTC field trip to Boswell, PA 7/24/22-7/30/22

Mr. Fleming made a motion, Ms. Cornell seconded.

All in favor, all those opposed - Ms. Manning , the I's have it.

Deliberation and vote on 2022-2023 School Committee meeting schedule

Mr. Fleming made a motion, Mr. Cruz seconded. Under discussion, a request was made to move the September 6th meeting to September 7th. Dr. Pangallo notes December 19th being the first night of Hannukah and could be a concern. Dr. Zrike mentions that he inquired about the conflict and two audience members note that it is a minor holiday as well as it being the first day with the first night being December 18th and moving forward is okay.

All in favor, all those opposed, the I's have it.

Deliberation and vote to create Special Education Stabilization Account

Mayor Driscoll reads the exact motion on the table in reference to MGL. Mr. Fleming made a motion, Ms. Manning seconded.

All in favor, all those opposed, the I's have it.

### **Finance Report**

The Business Office requests a \$16,000 transfer be made from General Operations Office Supplies to General Operations Professional Serv/Fees to fund the audit of the Salem Public School District's student activity programs.

Dr. Pangallo made a motion, Ms. Manning seconded.

All those in favor, all those opposed, the I's have it.

## DRAFT

The Business Office requests a \$152,000 transfer be made from Reg Day Long-Term Subs and Reg Day Substitute Teachers to Technology Computer Networking to fund the replenishment of staff devices.

Ms. Manning made a motion, Dr. Pangallo seconded. Mr. Fleming asks if this will affect substitution needs for the coming school year. Ms. DeLai notes this will in no way affect next year's budget. Mr. Fleming asks about the surplus in extra funding that we are transferring and Ms. DeLai notes building substitutes are being funded from ESSER not this specific budget line. Dr. Zrike notes the pool for substitutes is also limited. All those in favor, all those opposed, the I's have it.

### **Subcommittee Reports**

#### **POLICY REPORT:**

Policy 1200 Community Use of School Facilities - first reading

Ms. Cornell makes a motion, and Ms. Manning seconded.

All those in favor, all those opposed, the I's have it.

Policy 1201 General Rules & Regulations - no substantive changes

Mr. Cruz reminds the committee that there is a note for the policy to be brought to the attention of the committee that no changes were made but it was reviewed.

Policy 1202 Gym Rental Policy - no substantive changes

No discussion or objection.

Policy 1204 Outdoor Use of Facilities - first reading

Ms. Cornell makes a motion, and Ms. Manning seconded.

All those in favor, all those opposed, the I's have it.

Policy 6502 Student Advisory Committee - third reading

Mayor Driscoll entertains a motion to remove this policy discussion from the table.

Mr. Cruz notes a written legal opinion has been provided and the policy should be reviewed by the policy subcommittee in reference to the legal update provided.

Ms. Cornell notes the draft proposal she suggests in regard to 6502 Student Advisory Committee. The proposal notes the legal responsibility as noted from the legal council. Mayor Driscoll asks where the policy lies in terms of moving for a motion, taking the place of a prior policy discussed, etc. Ms. Manning suggests bringing this policy back to the policy subcommittee meeting for review and notes her discomfort with the scholarship and the budgetary implications.

Mr. Fleming would like to know the methodology for selection of the scholarship.

Ms. Cornell notes building language from the legal opinion. She notes the school committee would be responsible for creating an application and vetting the

**DRAFT**

selection. Mr. Fleming notes the legal advice is not allowing the Student Advisory Committee members to receive the scholarship. Ms. Cornell notes the chairperson cannot be given a scholarship but can apply.

The policy proposal will head back to policy for review and refinement before moving to a vote for the full committee.

**CURRICULUM REPORT:**

Dr. Pangallo notes the curriculum subcommittee to create a routine schedule for meetings.

**School Committee Concerns and Resolutions**

Fair Share Amendment

Mr. Cruz notes a former concern being the Fair Share Amendment as was discussed during budget season.

Motion made by Mr. Cruz and seconded by Ms. Manning.

All those in favor, all those opposed, the I’s have it.

Dr. Zrike mentions this meeting is the last before the final day of school with the exception of Carlton Innovation School. He applauds the staff and thanks them for another hard year of work. He is looking forward to welcoming back students in the fall and looking forward to SY22-23.

Mr. Cruz notes a learning opportunity on Sunday at Forest River Park at 3:30pm and welcomes families and school committee members to join.

**Adjournment**

Mayor Driscoll requested a motion to adjourn. Mr. Fleming motioned and Ms. Cornell seconded. A roll call vote was taken.

- Ms. Manning            Yes
- Mr. Fleming            Yes
- Mr. Cruz                Yes
- Dr. Pangallo            Yes
- Ms. Cornell            Yes
- Ms. Campbell         Yes
- Mayor Driscoll        Yes

Motion carries 7-0. Meeting adjourned at 8:05.

Respectfully submitted by,

*Jensen Frost*

Executive Administrative Assistant to Assistant Superintendent

**D R A F T**

**Salem Public Schools  
Salem School Committee  
Meeting Minutes  
June 29, 2022**

On June 29, 2022 the Salem School Committee held its regular School Committee meeting at 5:00 PM using the Zoom platform.

**Members Present:** Mayor Driscoll, Ms. Mary Manning, Mr. Manny Cruz, Ms. Amanda Campbell, Dr. Kristin Pangallo, Ms. Beth Anne Cornell, and Mr. James Fleming

**Others in Attendance:** Superintendent Stephen Zrike

**Call of Meeting to Order**

Mayor Driscoll calls the meeting to order at 5:03pm and requests a call of attendance. She explained the Public Participation Policy 6409 and also explained the availability of Spanish interpretation.

**Attendance**

The school committee secretary called the attendance.

Ms. Campbell	Not Present
Ms. Cornell	Present
Mr. Cruz	Present
Mr. Fleming	Not Present
Ms. Manning	Present
Dr. Pangallo	Present
Mayor Driscoll	Present

**Approval of Agenda**

Ms. Manning requested a motion to approve the Special School Committee Meeting Agenda. Mr. Cruz motioned and Ms. Cornell seconded. A roll call vote was taken.

Ms. Cornell	Yes
Mr. Cruz	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Mayor Driscoll	Yes

Motion carries 5-0

**Deliberate and vote on SAA Negotiation Contract**

## DRAFT

Ms. Manning makes motion, Mr. Cruz seconded. Dr. Zrike provides an overview of the sessions with productive dialogue. He notes the SAA ratified the contract last night (6/28/22) and notes the tentative agreement with the SAA bargaining unit. He turns it over to Mr. Cruz. Mr. Cruz notes gratitude to the personnel subcommittee and executive team that contributed to the work of negotiations. He notes the contract honors and reflects the work the staff complete each day. He notes the mechanics of the contract mentioning the length of three years. He notes this length of contract will allow the committee to commit to one specific contract review and dialogue at a time with each renewal.

He shares the overview of the contract including:

- Recognizing the new members of the unit (The Athletic Director and Director of SEL)
- The working conditions (Shifts for time on learning, extended day, etc. and the reduction of the stipended work while increasing stipends in other ways in a comparable fashion. Also included conditions around remote work and snow day expectations. Time for leadership retreats and engagements throughout the year)
- The overall compensation package (Increases for FY23, FY24, FY25 that increases from 2.5-2.75% overtime. Overall increase for the longevity of the contract. He notes some mirrored language from other contracts to support diversification and recruitment.)

With no additional comments a roll call vote is taken.

Ms. Cornell	Yes
Mr. Cruz	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Mayor Driscoll	Yes

Motion carries 5-0

### Adjournment

Mayor Driscoll requested a motion to adjourn. Ms. Manning makes a motion and Dr. pangallo seconded. A roll call vote was taken.

Ms. Manning	Yes
Mr. Cruz	Yes
Dr. Pangallo	Yes
Ms. Cornell	Yes
Mayor Driscoll	Yes

Motion carries 5-0. Meeting adjourned at 5:15pm

Respectfully submitted by,

*Jensen Frost*

Executive Administrative Assistant to Assistant Superintendent



Mindy Marino <mmarino@salemk12.org>

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## #Sweat4Sweat Charity Basketball!

1 message

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**Nick** <njlinear@gmail.com>

Mon, Jul 11, 2022 at 2:45 PM

To: Szrike@salemk12.org

Cc: mcruz@salem.org, mmarino@salemk12.org

Good afternoon Superintendent Zrike!

My name is Nick Linear and I'm reaching out to you in regards to a charity basketball tournament I put together in Salem, MA! I was told from a few different people at Collins and local friends to reach out to request help for certain fee's to be waived. I've put together my own charity event the last few years called #Sweat4Sweat to raise money for a non-profit organization in hopes to help addiction awareness. I believe there is a meeting the school committee holds where I can explain my request in person and wanted to know when/where that is taking place!?

Please let me know you can help me with this request or share any information to me!?

I've also attached the Collins Middle School form they gave me for you to let me know what you could help out with!

Thank you,

Nick

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 **CMS Request 8-27-22.pdf**  
2113K

THE SALEM PUBLIC SCHOOLS

Request for Use of School Facilities

Date: 6/6/22

FACILITY: Collins Middle School
EVENT DATE: 8-27-22
PERFORMANCE TIME: 8am - 6pm
PROGRAM DESCRIPTION: Charity Basketball
APPROXIMATE AUDIENCE SIZE: 100-200
SUBMITTED BY: Nick Linear
TELEPHONE: 978-335-8405
REPRESENTING: #Sweat4Sweat
ADDRESS: 1 Carol way (102)
CITY: Salem
STATE: MA
ZIP CODE: 01970
FAX NO.:
CELL PHONE NO.:
EMAIL: NJLinear@gmail

EQUIPMENT OR SPECIAL NEEDS REQUIRED:

Bleachers, seating, allow ample time between events for set-up/break-down. All requests for the use of school department equipment must be listed on this rental application form, example: sound system, chairs, etc. (Additional charges may apply.)

Bleachers Needed

USAGE FEES:

FACILITY FEE:

Base Charge (4 Hour Minimum): \$225.00
Hourly Charge (\$30.00 Per Hour): \$180.00
Additional Hours Required: 6
Total Rental Fee: \$405.00

CUSTODIAL FEE:

Number of Custodians Required: 1
Hourly Rate Each Custodian: \$47.65
Total Approximate Man Hours: 11
Total Custodial Fee: \$524.15

Please issue a payment check made payable to the Salem School Department Facility Rental.

- 1. Facility Usage Fee: \$ 405.00
2. Custodial Service Fee: \$ 524.15
3. Total Amount Due: \$ 929.15

NOTE: Due to unforeseen circumstances, the rescheduling of non-school rental activities may be necessary. School sponsored activities shall take precedence over any and all non-school functions.

I affirm that the group I represent will abide by the letter and spirit of the rules and regulations governing the use of school facilities including all vehicle parking and traffic regulations at each facility.

Signature of Applicant: [Signature]
Approval of Building Principal:
Approval Building Services:

Date: 6/6/22
Date:

Cc: Principal:
Sr. Custodian:
Originator:
File:

Please email request form to Mr. Zissis Alepakis, Director of Building Services at: zalepakis@salemk12.org



# INSTITUTION FOR SAVINGS

CHARITABLE FOUNDATION

March 21, 2022

Mr. Glenn Burns  
Principal  
Salem High School  
77 Willson Street  
Salem, MA 01970

Dear Ms. Meirer:

On behalf of the Institution for Savings Charitable Foundation enclosed you will find a check in the amount of \$1,000.00 payable to Salem High School for the 2022 Senior Celebration.

Please use these funds toward a Senior Celebration of your choosing.

Our vision at the Institution for Savings is to positively affect the lives of every person, business and organization within the communities we serve. It is important to us to realize this vision by helping programs such as yours through our charitable giving.

Sincerely,

Michael J. Jones  
President & CEO

Enclosure – Check